

WWNY/WNYF
EEO PUBLIC FILE REPORT
February 1, 2020 – January 31, 2021

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Indeed.com	N	
2	Gray.TV Handshake.com	N	2
3	Syracuse University – Newhouse School https://newhouse.syr.edu/career-development/employers/post-job-or-internship	N	
4	Journalismjobs.com	N	
5	TVJobs.com	N	
6	Watertown Daily Times 260 Washington St. Watertown NY 13601 Attn: Lori Coburn 782-1000	N	
7	WWNYTV.com/Gray.tv career site (Indeed.com)	N	9
8	Internal candidate	N	6
9	WWNY TV Facebook and LinkedIn	N	2
10	Penn State jobs website, met.psu.edu	N	
11	Self-Referral	N	1
12	Employee referral	N	5
13	Jefferson Community College Career Placement Services 1220 Coffeen St., Watertown, NY 13601 Michelle Gefell , Exec. Dir. 786-2269	N	
14	SUNY College of Tech Career Services Cornell Drive, FOB 232, Canton, NY 13617 Joel Bixby, Exec. Dir. 386-7119	N	
15	NYS Broadcasters www.nysbroadcastersassn.org Contact: Sandy@nysbroadcasters.org	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Syracuse Post Standard PO Box 4915, One Clinton Sq., Syracuse, NY 13221-4915 Attn: Classified desk 470-0032		
TOTAL INTERVIEWEES OVER REPORTING PERIOD			25

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	<p>On 4/29/20, held a virtual field trip for 11th grade students from Immaculate Heart Central High School. Expose a small group of Earth Science students (11) to the method and practice of forecasting weather, understand/reading weather radar and the Chroma-Key green screen. Additionally, the class was interested in the preparation and directing of a newscast.</p> <p>Number of Students and Teachers: 11 Students, 3 Teachers</p>
2	Provide EEO Training to Management Level Personnel (2)	<p>July 9 - August 4, 2020 – our General Manager, News Director and Assistant News Director participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.</p> <p>On 11/19/20, our Office Manager attended a webinar on compliance with the FCC’s EEO Rules and Regulations provided by Joan Stewart of Wiley Rein.</p>